

## WHAT'S NEW IN HUMAN RESOURCES PROGRAMS?

### ***2003 Federal Equal Opportunity Recruitment Program (FEORP)***

OPM, as required by law, recently issued the 2003 FEORP report to Congress. The report is meant to serve as an important recruiting initiative designed to eliminate under representation of minorities and women in the Federal government. Overall minorities are better represented in the Federal workforce than in the Civilian Labor Force (CLF) with one exception—Hispanics. These are some of the key findings:

- The representation of minorities in the Federal government in 2003 rose to 31.3 percent from 31.1 percent in 2002.
- The representation of minorities in professional and administrative positions rose to 26.1 percent in 2003 from 25.4 percent in 2002.
- Women's representation in professional and administrative positions rose by 2.6 percent in 2003.
- Long-term occupational trends show women moving out of clerical and blue-collar occupations into careers, which lead to higher grades.
- The percentage of women in GS-13 to GS-15 and SES positions rose to 33 percent in 2003 from 32.4 percent in 2002.
- The percentage of minorities in GS-13 to GS-15 and SES positions rose to 21.1 percent in 2003 from 20.5 percent.
- Hispanics remain under represented in the Federal workforce in comparison to the CLF. They represent 7 percent of the Federal workforce compared to 13.1 percent of the CLF.
- The Federal government also is slightly behind the CLF in the employment of women, 44 percent vs. 46.5 percent.

If you want additional information on the 2003 FEORP or want to read the whole report, click on [www.opm.gov/feorpreports/](http://www.opm.gov/feorpreports/) at the OPM website.

### ***Retroactive Pay Raise***

The Department has informed OHRM that NFC will process the retroactive pay increases for employees in pay period 7, which begins on April 4 and ends April 17, 2004. The official payday for that pay period is Thursday, April 29, 2004.

### ***2004 HealthierFeds Campaign***

The Office of Personnel Management (OPM) has launched a new website to support the 2004 HealthierFeds campaign. The program describes and emphasizes how Federal employees can learn to live a healthier lifestyle through physical activity, nutrition programs, prevention strategies and making healthy choices. There are three major components to the campaign: 1) education and awareness, 2) personal progress and responsibility, and 3) benchmarking/best practices. The website has a number of links to information to assist Federal employees in adopting a healthier lifestyle. OPM's effort will be integrated with other Federal agencies efforts such as the Department of Health and Human Services program of Steps to a HealthierUS, which is part of the Administration's HealthierUS initiative. The goal of that program is to help Americans live longer, better and healthier lives. The OPM website also has a link to an Employee Health Services Guide and information on related benefits programs. The OPM link is [www.opm.gov/healthierfeds/](http://www.opm.gov/healthierfeds/).

### ***Use of Voluntary Early Retirement Authority (VERA) and Voluntary Separation Incentive Payments (VSIP) Authority***

In a memorandum issued to Heads of Departments and Agencies, OPM Director Kay Cole James, announced that her agency would collect demographic data on employees who elect a VERA and/or VSIP. The Chief Human Capital Officers Act of 2002 provided agencies with these two program flexibilities to assist them in layering, restructuring or reshaping their workforce with OPM's approval. The use of these flexibilities by agencies must remain consistent with the objectives of the President's Management Agenda initiative to improve the strategic management of human capital and strategically align the human resources practices with mission accomplishment. Any reshaping must also be consistent with Merit System Principles and must be objective, mission-based, and strategic in nature. To ensure that these objectives are being

met, agencies must submit quarterly and final reports to OPM which contain demographic information, including age, gender, race or national origin, and veterans' preference categories for any employee receiving and accepting VERA and VSIP offers.
--

If you have any questions, please contact Marcia Tyler, 202-482-3166, [marcia\\_tyler@ita.doc.gov](mailto:marcia_tyler@ita.doc.gov).